

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Complaint Activity	Comparative Data Previous Fiscal Year Data					2014 thru 6/30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	94	128	143	133	151	87
Number of Amendments	3	3	9	12	2	0
Number of Complainants	91	124	143	130	149	87
Repeat Filers	3	4	0	3	2	0
Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2014 thru 6/30
	2009	2010	2011	2012	2013	
Race	42	74	66	60	80	41
Color	16	24	21	29	30	15
Religion	6	6	10	15	14	6
Reprisal	41	77	102	98	104	53
Sex	34	59	59	60	86	42
National Origin	10	25	32	22	19	10
Equal Pay	0	3	1	0	1	0
Age	38	58	63	66	70	34
Disability-Mental	12	9	5	13	11	16
Disability-Physical	10	22	30	27	47	22
Non-EEO Basis	1	4	4	8	12	11
Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2014 thru 6/30
	2009	2010	2011	2012	2013	
Appointment/Hire	1	1	0	0	0	0
Assignment of Duties	2	3	10	15	21	11
Awards	1	2	4	0	3	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	2	1	0	1	2
Reprimand	0	4	5	4	13	6
Termination	0	0	0	0	0	0
Suspension	2	4	6	6	1	1
Other	3	3	3	1	1	1
Duty Hours	1	0	2	1	0	1
Equal Pay Act Violation	2	4	0	0	1	0
Evaluation/Appraisal	21	18	26	21	39	19
Examination/Test	0	0	0	0	0	0
Harrassment						
Nonsexual	16	47	53	31	81	34
Sexual	0	1	1	3	10	3
Medical Examination	0	0	1	0	0	0
Pay Including Overtime	1	0	0	1	4	1
Performance Improvement Plan (PIP)	2	7	5	3	6	4
Promotion/Non-Selection	26	41	39	60	30	19
Reassignment						
Request Denied	0	0	0	0	7	3
Directed	1	2	9	3	5	2
Failure to Accommodate	0	0	0	0	0	0
Reinstatement	0	0	0	0	1	0
Retirement	0	0	0	2	0	1

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Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2014 thru 6/30	
	2009	2010	2011	2012	2013		
	Terms/Conditions of Employment	31	21	21	14	25	14
Time and Attendance	0	6	4	12	25	15	
Training	2	5	6	6	7	5	
Other	4	8	4	4	15	7	

Processing Time	Comparative Data Previous Fiscal Year Data					2014 thru 6/30	
	2009	2010	2011	2012	2013		
	Average number of days in investigation stage	129	126	123	135	151	142
Average number of days in final action stage	45	50	48	53	54	59	

Complaints pending (for any length of time) during fiscal year where hearing was requested	Comparative Data Previous Fiscal Year Data					2014 thru 6/30	
	2009	2010	2011	2012	2013		
	Average number of days in investigation stage	128	136	172	148	193	163
Average number of days in final action stage	32	36	27	40	61	84	

Complaints pending (for any length of time) during fiscal year where hearing was not requested	Comparative Data Previous Fiscal Year Data					2014 thru 6/30	
	2009	2010	2011	2012	2013		
	Average number of days in investigation stage	129	125	116	134	147	138
Average number of days in final action stage	52	57	53	57	53	54	

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2014 thru 6/30	
	2009	2010	2011	2012	2013		
	Total Complaints Dismissed By Agency	7	12	19	9	20	17
Average days pending prior to dismissal	43.00	63.00	86.00	85.00	123.00	122.00	

Complaints Withdrawn by Complainants	Comparative Data					2014 thru 6/30	
	Previous Fiscal Year Data						
	11	11	13	11	9		
Total complaints Withdrawn by Complainants	11	11	13	11	9	7	

Total Final Actions Finding Discrimination	Comparative Data					2014 thru 6/30						
	Previous Fiscal Year Data											
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1	100 %	2	100 %	1	100 %	0	100 %	0	100 %	1	100 %
Without Hearing	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %
With Hearing	0	0 %	2	100 %	1	100 %	0	0 %	0	0 %	0	0 %

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705)					2014 thru 6/30						
	Previous Fiscal Year Data											
	2009	2010	2011	2012	2013							
Total Number Findings	1	100 %	2	100 %	1	100 %	0	0 %	0	0 %	1	100 %
Race	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Reprisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Sex	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %
National Origin	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Age	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %

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Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data												2014 thru 6/30	
	2009		2010		2011		2012		2013					
	#	%	#	%	#	%	#	%	#	%	#	%		
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Findings After Hearing	0	0 %	2	100 %	1	100 %	0	0 %	0	0 %	0	0 %	0 0 %	
Race	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reprisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Sex	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
National Origin	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Age	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0 0 %	
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Findings Without Hearing	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1 100 %	
Race	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reprisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Sex	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	1 100 %	
National Origin	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Age	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data												2014 thru 6/30	
	2009		2010		2011		2012		2013					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	1	100 %	2	100 %	1	100 %	0	0 %	0	0 %	1	100 %		
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Assignment of Duties	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Conversion to Full-Time	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Disciplinary Action														
Demotion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reprimand	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Termination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Suspension	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Evaluation/Appraisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Harrassment														

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2014 thru 6/30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%		
Nonsexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Sexual	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	1 100 %	
Medical Examination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Pay Including Overtime	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Promotion/Non-Selection	0	0 %	1	50 %	1	100 %	0	0 %	0	0 %	0 0 %	
Reassignment												
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Directed	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Failure to Accommodate	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reinstatement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Terms/Conditions of Employment	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	0 0 %	
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Training	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Findings After Hearing												
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Assignment of Duties	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Conversion to Full-Time	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Disciplinary Action												
Demotion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reprimand	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Termination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Suspension	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Evaluation/Appraisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Harrassment												
Nonsexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Sexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Medical Examination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Pay Including Overtime	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Promotion/Non-Selection	0	0 %	1	50 %	1	100 %	0	0 %	0	0 %	0 0 %	
Reassignment												
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Directed	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Failure to Accommodate	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reinstatement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Terms/Conditions of Employment	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	0 0 %	

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2014 thru 6/30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%		
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Training	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Findings Without Hearing	1	100 %	0	0 %	1 100 %							
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Assignment of Duties	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Awards	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Conversion to Full-Time	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Disciplinary Action												
Demotion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reprimand	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Termination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Suspension	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Duty Hours	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Evaluation/Appraisal	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Harrassment												
Nonsexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Sexual	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %	1 100 %	
Medical Examination	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Pay Including Overtime	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Promotion/Non-Selection	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reassignment												
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Directed	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Failure to Accommodate	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Reinstatement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Training	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	
Other	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0 0 %	

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2014 thru 6/30	
	2009		2010		2011		
	2012	2013	2012	2013	2012	2013	
Total complaints from previous Fiscal Years	68	51	62	60	91	145	
Total Complainants	47	35	48	55	88	137	
Number complaints pending							
Investigation	1	0	3	3	5	26	
Hearing	66	50	60	55	70	96	
Final Agency Action	0	3	2	2	1	5	
Appeal with EEOC Office of Federal Operations	32	35	35	38	37	49	

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Complaint Investigations	Comparative Data Previous Fiscal Year Data					2014 thru 6/30
	2009	2010	2011	2012	2013	
Pending Completion Where Investigation Exceeds Required Time Frames	20	27	39	43	87	82